Mr. A. Eachara Menon.—I support it.

Resolution put and agreed to.

Huzur Clerks.

Dr. A. R. Menon.—I gave a resolution about the Secretariat clerks. I move that "*This Council recommends that Huzur clerks do start on Rs. 40, instead of Rs. 25.*" In spite of Rs. 25 to 60, let it be made to Rs. 40 to 60, as it used to be. Just to restore the old condition, and nothing more.

Deputy President.—No one to second?

Mr. V. D. Ouseph.—I second it, Sir.

Deputy President.—So, the resolution before the House is that the Huzur clerks be started on Rs. 40 to 60, as it used to be, instead of Rs. 25 to 60.

Resolution put and agreed to.

Clerks in the District Magistrate's Office.

Mr. K. Mohamed Seethi.—This is the motion: "*This Council recommends to the Government that a grade clerkship on Rs.60-80 may be allowed to the office of the District Magistrate.*" There is a Head clerk and his pay is Rs. 80 to 100. Below him there is a clerk who is in charge of the accounts. His pay, as per report, is only Rs. 40 to 60. I move that a post on Rs. 60 to 80 be created in the District Magistrate's office.

Deputy President.—What is your resolution, then?

Mr. K. Mohamed Seethi.— *This Council recommends that a clerk be appointed on Rs. 60 to 80 under the Head clerk in the District Magistrate's office.*"

Mr. Thomas Manjuran.—I second it.

Resolution put and agreed to.

Teachers.

Mrs. G. Pavitran.—"*This Council resolves that the scheme of salary as appended herewith be adopted for the teachers of this State*".

LIBRARY ARCHIVES Kerala Legislative Assembly

LIBRARY ARCHIVES Kerala Legislative Assembly

SCHEME FOR THE REVISION OF SALARIES (including Cranganur schools).

Section	Existing Grades						Proposed Grades						Remarks increase or decrease
	No. of posts	Scale of pay	Annual increment	No. of years in which maximum is reached	Average monthly pay	Total average cost per month	No. of posts	Scale of pay	Annual increment	No. of years in which maximum is reached	Average monthly pay	Total average cost per month	
Inspectorate	1	400—500	20	5	475	475	1	300—400	20	5	375	375	
	1	200—250	10	5	237½	237½	2	200—300	20	5	275	550	
	3	125—150	5	5	143¾	431¼	5	75—125	10	5	112½	562½	
Total	5	..	...	...	..	1144	8	...	...	...	..	1488	+344
Headmasters	2	200—250	10	5	237½	475	8	175—250	15	5	231¼	1850	
	7	150—200	10	5	187½	1312½	15	125—175	10	5	162½	2438	
	14	125—150	5	5	143¾	2012½	...	...	..	...	...	...	
Total	23	..	..	...	...	3800	23	..	...	...	..	4288	+488
Assistants	30	80—100	4	5	95	2850	50	75—120	5	10	108⅓	5483⅓	
Secondary Schools	4	75—100	5	5	93¾	375	75	50— 80	3	10	70	5250	
	35	70— 80	2	5	77½	2712½	80	40— 60	2	10	53⅓	4266⅔	
	41	60— 70	2	5	67½	2767½	100	35— 50	1½	10	45	4500	
	50	50— 60	2	5	57½	2875	150	30— 40	1	10	36⅔	5500	
	61	40— 45	1	5	43¾	2668¾	400	20— 30	1	10	26⅔	10666⅔	
	82	35— 40	1	5	38¾	3177½	525	20	..	...	20	10500	
Primary Schools	90	30— 35	1	5	33¾	3037½	...	...	..	..	...	..	
	120	25— 30	1	5	28¾	3450	...	...	..	..	..	..	
	263	20— 25	1	5	23¾	6246½	...	...	..	...	...	..	
	308	15— 20	1	5	18¾	5775	..	..	...	..	...	..	
	296	15	..	5	15	4440	...	..	..	..	...	...	
	138	..	...	..	..	40375	1380	..	...	...	...	46117	+5742

LIBRARY ARCHIVES Kerala Legislative Assembly

SPECIALISTS.

Section	Existing grades: No. of posts	Scale of pay	Annual increment	No. of years in which maximum is reached	Average monthly pay	Total average cost per month	Proposed grades: No. of posts	Scale of pay	Annual increment	No. of years in which maximum is reached	Average monthly pay	Total average cost per month	Remarks Increase or decrease
Handicraft Assistants ...	2	35	..	...	35	70	2	30—40	1	10	36 2/3	73 1/3	
Pandits ..	2	35—45	1	10	41 2/3	83 1/3	20	40—60	2	10	53 1/3	1440	
Do ..	20	30—45	1½	10	40	800	34	30—40	1½	10	40	1080	
Do ..	1	25—35	1	10	31 2/3	31 2/3	..	..	...	...	...	...	
Do ...	21	20—35	1½	10	30	630	...	...	..	..	..	..	
Do ..	8	20—30	1	10	26 2/3	213 1/3	...	...	..	...	...	...	
Do ..	2	20—25	1	5	23 3/4	47 1/2	...	...	...	..	...	...	
Drawing Masters ..	1	35—45	1	10	41 2/3	41 2/3	12	30—40	1	10	36 2/3	440	
Do ...	1	25—35	1	10	31 2/3	31 2/3	24	20—30	1	10	26 2/3	640	
Do ...	20	25—30	½	10	28 1/3	566 2/3	24	20	...	..	20	480	
Do ..	10	20—25	½	10	23 1/3	233 1/3	..	..	...	...	..	..	
Do ...	28	15—20	½	10	18 1/3	513 1/3	..	...	..	..	..	...	
Drill Masters ...	2	25—30	½	10	28 1/3	56 2/3	2	30—40	1	10	36 2/3	146 2/3	
Do ...	19	20—25	½	10	23 1/3	443 1/3	10	20—30	1	10	26 2/3	213 1/3	
...							9	20	...	..	20	180	
Music Teachers ..	1	35—45	1	10	41 2/3	41 2/3	2	40—60	2	10	53 1/3	106 2/3	
Do ...	1	25—35	1	10	31 2/3	31 2/3	16	30—40	1	10	36 2/3	586 2/3	
Do ..	7	25—30	½	10	28 1/3	198 1/3	32	20—30	1	10	26 2/3	853 1/3	
Do ..	4	20—25	½	10	23 1/3	93 1/3	36	20	..	..	20	720	
Do ..	73	15—20	½	10	18 1/3	1338 1/3	..	...	..	...	...	...	
Needle-work Mistresses ..	1	25—35	1	10	31 2/3	31 2/3	8	30—40	1	10	36 2/3	586 2/3	
Do ...	7	25—30	½	10	28 1/3	198 1/3	30	20—30	1	10	26 2/3	853 1/3	
Do ..	4	20—25	½	10	23 1/3	93 1/3	43	20	...	..	20	660	
Do ...	69	15—20	½	10	18 1/3	1625	...	...	..	...	...	..	
Callisthenics ..	2	50—60	2	5	57 1/2	115	2	40—60	2	10	53 1/3	106 2/3	
Kindergarton Matrons ...	1	20—25	1	5	23 3/4	23 3/4	1	20—30	1	10	26 2/3	26 2/3	
Do ...	2	15—20	½	10	18 1/3	36 2/3	2	20—25	1	10	26 2/3	53 1/3	
Hebrew Teachers ...	1	20—30	1	10	26 2/3	26 2/3	1	30—40	1	10	26 2/3	26 2/3	
Arabic Teachers ..	1	20	...	..	20	20	1	30—40	1	10	26 2/3	26 2/3	
Total ..	..	...	...	..	..	7636	..	..	...	..		9301	+1665

Increase in average cost for Sirkar Schools—Rs. 8,239 per month.
Proportionate increase in grant-in-aid of Schools—Rs. 3,679 per cent.
Total increase Rs. 11,918 per month.

Sir, my object in tabling this resolution is to bring to the notice of this House the scant attention that has been paid to the revision of salaries of the teachers by the Special Finance Committee in its long and deep deliberations as to how the state of the Country and its inhabitants can best be improved by overhauling the present system of income and expenditure. In my opinion, no other Department deserves greater attention at the hands of the Government than this Department for the simple reason that money spent on this Department can never be a waste. It, on the other hand, will only be a paying and most profitable investment in the long run. An explanation of such an obvious fact to a House like this will only be superfluous.

The Committee which set to its work with the avowed principle of dealing out even-handed justice to all the servants of the State, irrespective of the Departments to which they belonged, seems to have lost sight of this cardinal principle in recommending the scale of pay for the teachers. The Committee suggests in its report that a more liberal scale of pay is desirable for teachers but says 'we would leave the present system generally untouched', since it would involve the State in additional expenditure. If on this score the revision of salaries of other Departments also was left alone, the poor unfortunate teacher would not have had anything to say. But the Committee has very generous proposals as regards the raising of the pay of the clerks while it has not done anything to improve the lot of the teachers. The Committee might perhaps say that it made this suggestion because the number of the clerks is fewer than that of the teachers. If this is so, the very fact that they form the suffering majority ought to have made the Committee first consider their claims for a revision of salary before anything else. In fact, the teachers, more than the clerks or any other servants of the Government, ought to be placed above want. Children of the tender years are entrusted in the hands of these low-paid teachers and unless the State does its best to make them contented and happy, they will not be able to create that atmosphere in the class in which alone can the children develop their powers to the fullest. I know, I am repeating this fact, but I realise that I cannot repeat it too often, for, if the Members here are convinced of this fundamental fact, the rest of my work becomes easy. If we have at heart the real welfare and growth of the future citizens of our State, and if, for the sake of that, we have to place the education of our children in the best hands, then no financial difficulties will stand in the way of our achieving this object. The Committee in its report has placed on record

LIBRARY ARCHIVES Kerala Legislative Assembly

sound views on the principle that ought to guide us in the fixing of the pay of Government servants, for about the revision of pay resorted to previously, it says on page 12 of the report, 'since the revision of pay was carried out in a piece-meal manner, the increased emoluments do not appear to have been distributed fairly and equitably among all classes of Government servants. This is especially the case with the low-paid servants of the State, whose claims for a living wage have not received the attention that they obviously deserve'. But this principle has been followed more in the breach than in the observance. I ask in all seriousness what reasons the Committee could have had in raising the pay of the clerks while leaving the pay of the teachers with similar qualifications untouched. I cannot think of any valid reasons for that. The teachers are discharging a more responsible duty to the State than the clerks. If the Government says that it would involve it in financial difficulties, I have only to say this in answer to that. If the need for revision of pay is really felt, then other ways and means should be sought. As I have already suggested in my budget speech, I see only one way open to this, and that is, to tax all non-agricultural incomes. It is high time that our Government launches this measure at an early date. The Finance Committee report says that this increase of salary would prevent the spread of free primary education among the masses. But if you keep the teacher discontented with his lot, the education that he imparts will not be worth spreading among the masses, and if it is to be worth spreading, the salary should be such as to attract the best man available. As it is, this salary attracts none but those who are incapable of any other work. We have also to bear in mind that at present we are spending only 16% of the income of the State on education, and then we have 4 % more which can still be utilised. Moreover, the surplus which accumulates and which seems to be a source of pride and satisfaction to the Finance Member—this surplus may be utilised for this purpose. The full financial strain, if these proposals are carried out, will be felt by the Government only after eight or ten years by which time I am confident that the far-sighted statesmen who are called upon to administer the State will find some way or other to meet the demand. I may also point out that some savings can be effected by reducing the salary of the Heads of Departments. I don't think we need be anxious to revise their scale of pay. Anyhow I have to point out that I am very strongly against any proposal to enhance the fees of girls. I don't think that the time has as yet come for such a step. It will only result in discouraging the spread of female education. (*Hear, hear.*)

LIBRARY ARCHIVES Kerala Legislative Assembly

Before concluding, I would respectfully draw the attention of the House to the necessity for revising the whole scheme of pay for teachers. After the joint deliberations of the Cochin Teachers' Association and the Cochin Women Teachers' Association a Special Salary Revision Committee was appointed which has gone into the question very thoroughly and prepared a scheme for the revision of salaries which has been approved by all the teachers of the State. I have been entrusted with the task by both these Associations to place it before the House and in doing so I earnestly commend the scheme to the sympathetic consideration of the House. The scheme puts forth the barest minimum of the demand of the teachers. I trust that a copy of the scheme along with the report of the Salary Revision Committee has been placed in the hands of all the Members. I have nothing more to add to that report except to point out that the women of the State do not at all approve of the increase in the fees for girls as has been pointed out as one of the ways and means.

I also wish to add that some alterations have been made in the scheme prepared by the Salary Revision Committee in consultation with the Members of this Council so that the scheme may be made acceptable to the whole House.

Dr. A. R. Menon.—I second it, and in doing so, I wish to make one or two observations. I have seen that the Lady Member has dealt among others with those who draw from the grade of Assistant Headmasters. That is, that you were dealing up to Rs. 120 and above that it is left to the Government to make any alterations necessary or have the recommendation of the Special Finance Committee. It has undergone a process of reduction. The amount will roughly come to Rs. 80 to 90 thousand a year, of which more than 50 % will be for the Primary Department. The number in the Primary Department being very large, even a small increase will swell up the figure. Therefore, it would be seen from the list that the high-paid people are not unduly favoured, and the low-paid were not neglected, and also the increase was very moderate, because, as I have stated, the pay of the high-paid has been reduced and in many cases even in the matter of classification according to the grade in Lower Grade increase in certain respects. This is the unanimous opinion of the school teachers of the State, and this list was presented before the Government, which they hope and expect the Government would find reasonable to accept. I sincerely hope, that, since we were under the impression that their pay was revised—at least there was an impression though there was no alteration—and it was left out entirely by us in the

LIBRARY ARCHIVES Kerala Legislative Assembly

report it will be taken along with the Special Finance Committee report and considered on its merits, because, as I said, the Education Department was entirely left by the Government. And I also hope that these recommendations will not be taken in the spirit in which a large number of the recommendations that the Government cannot help to comply with for financial commitments are taken. But here the case is a special one. I am, as one of those members in the Special Finance Committee, responsible in this matter, and I feel sorry for the oversight. I request the Government may set right the oversight conscientiously scrutinising these figures.

Mr. K. P. Kannan Nayar.—I rise to support this resolution with one or two words. As the previous speaker said, the position of this resolution should not be viewed in the very same light in which so many resolutions are passed by this House. For reasons given so far as secondary and primary schools are concerned, a reference to the existing scale will show that there are 12 or 13 scales of pay now existing in the primary and secondary departments. Another reason given is that if pay is increased primary education among the masses cannot extend. I cannot see whether it has got anything to do with the increment of pay to teachers. According to the present arrangement there are 12 or 13 grades. They are 15 to 20; 20 to 25; 25 to 30; 30 to 35; 35 to 40; 40 to 45; 45 to 50; 50 to 60; 60 to 70; 70 to 80; 80 to 100; 100 to 125. This is the scale actually existing. What the teachers are requesting this House to do is, you will be pleased to see, that this whole of 12 or 13 grades may be reduced to 7 grades and the number of men who are provided in all these 12 grades be so distributed as to fit with these grades. So that their chance of promotion may not be hindered. So that the chances of promotion from one scale to another may be a little more than it is at present. There is also another circumstance which I wish to point out here. If you look into *the Civil List*, I think you will see that many teachers who have been in the list in one scale for 10 or 12 years have not been able to get any promotion because there is no vacancy in that scale. There are only a fixed number of posts and unless there is a vacancy his chances of promotion are absolutely gone. And even when a vacancy occurs, an Honours Graduate is very often thrust in. You will see, Sir, I have put in an ambitious scheme. That is resolution 14. No doubt it is a time-scale and I know the commitment that the Government would be put to so far as that business was concerned. So I wisely withdraw. Here so far as this is concerned, it is a modest one.

Mr. Thomas Manjuran.—What is the commitment, please?

LIBRARY ARCHIVES Kerala Legislative Assembly

Mr. K. P. Kannan Nayar.—It will be about Rs. 90,000. The one reason that seems to have scared the Committee is the fact that this is a big family. That is the difficulty. The teachers all put together number more than six or seven hundred. If you are going to give them an increase of one or two rupees you will have to spend a lot. That is no reason why the family should be starved. Simply because the family is large it is not an additional reason why you should not neglect them like that. I can quite understand if a family of half a dozen people is going to suffer. Here a large number of people are going to suffer and you are going to shut your eyes. Then with regard to the other things. No doubt the question may very well be asked where are the funds to come from. The Committee has suggested that it is high time to tax non-agricultural income and you will see, Sir, that there is a special motion in my name where I have recommended that income-tax may be recommended as soon as possible. (*Hear, hear.*) The cry that we have no funds to supply the demands of these poor-paid people should never be heard. We are willing, every one of this House will agree with me when I say that, if it is want of funds that stands in the way of increasing the pay of these poor-paid teachers, every one will agree with me in saying that non-agricultural income may very well be taxed, because agricultural income cannot be taxed further, because land has been taxed to the utmost. This tax will not also affect the poor population, but only affect people who are deriving an income and they will have to pay only two pies or three pies in the rupee itself. So that should be one thing.

Apart from that question, I think this is a matter which ought to require the serious consideration of this House. There is no use of this evading problem, and probably one reason that I heard was that the scale was introduced lately four or five years ago. You will have heard what the scale is. There are about 13 grades and the Director of Public Instruction will agree with me that the scales are too innumerable for the people to aspire to getting a promotion to the next higher scale. *The Civil List* itself will show that. The difference between one scale and another is after all only Rs. 5. From 20 to 25, 25 to 30, etc. You will have to wait years and years. In the case of clerks the scale is 25—40, 40—60, 60—80, 80—100, etc. But when you come to schoolmasters, the difference is only Rs. 5 in different grades. The only reason is their number is large and we may have to spend a lot of money. Is that a reason why we should shut our eyes as far as these people are concerned? You must remember, the schoolmaster, if he is a discontented man and if he has a discontented family, is going to effect serious

LIBRARY ARCHIVES Kerala Legislative Assembly

consequences so far as our young men are concerned. He must be a cheerful fellow and you cannot expect a man to be cheerful who has absolutely no hopes of promotion in his life. He starts on Rs. 20 or 25. He has no hopes of a cheerful life and he does not know when he is going to get a chance of promotion. Probably if there is a chance, some Honours man will be thrust in and even that small hope is gone. So I entreat the whole House will agree in passing this motion.

(*The following resolution was considered withdrawn since the Member, Mr. Kannan Nopar, did not press it* :—

"*This Council recommends to the Government that the revision of the present scales of pay of teachers in the primary and secondary departments of the Education Department is necessary, and that the Government may be pleased to adopt the following scale*—

1. *Primary Department.*

(*a*) *For unpassed hands, Rs. 20—1—30 per mensem.*

(*b*) *For passed hands (Matriculates and School Finals), Rs. 20—1—30—2—40 per mensem with an efficiency bar at Rs. 30.*

2. *Secondary Department.*

Two grades may be adopted in this department, one for trained non-graduate teachers and the other for graduates, the scale of the former be fixed at Rs. 25—1½—40—2—60 with an efficiency bar at Rs. 40 and of the latter at Rs. 40—2—60—4—120 with an efficiency bar at Rs. 60.")

Mr. A. L. Antony.—In supporting this motion I have only one observation to make. We find that every one except the teachers is given some prize or other by the Committee members. Teachers alone are left behind and so I suggest that these people also might be given some prize, a consolation prize as it were, a small increment of their pay so that they may not be totally discouraged (*laughter.*), whilst others are all being encouraged by the Committee members, they alone are not given anything. The consolation prizes of one or two rupees as suggested by the Teachers' Salary Revision Committee may be granted by this House. Also one observation more I have to make, namely, that great injustice has been done by these Committee members in treating this family of our Director of Public Instruction as quite illegitimate children. Because he has got a very large family no prize should be given to them is rather an injustice done to them and that I want to bring to the notice of the House here.

Mr. P. Kumaran Ezhuthassan.—Before the motion is put, I would like to point out that, owing to the commitment made

LIBRARY ARCHIVES Kerala Legislative Assembly

yesterday, that is, with regard to the raising of the pay of teachers from Rs. 20 to Rs. 30, so much of the present resolution as will not militate against the resolutions already passed and accepted yesterday may be passed.

Dr. A. R. Menon.—Has it been accepted here?

Mr. P. Kumaran Ezhuthassan.—Rs. 20—Rs. 30. That was accepted yesterday. The Secretary will be able to inform the House whether that was accepted.

Mr. T. K. Krishna Menon.—I regret I am not in a position to do so with out reference to the report. I am sorry I am very much confused on account of this tumultuous flood of motions and resolutions.

Mr. P. Kumaran Ezhuthassan.—It was passed by the casting vote of the President.

Dr. A. R. Menon.—The casting vote was given against you.

Mr. P. Kumaran Ezhuthassan.—It may be verified. The minimum pay was fixed at Rs. 20 in the matter of school-masters.

Deputy President.—What was the resolution that was passed yesterday?

Mr. P. Kumaran Ezhuthassan.—The resolution was that "*unpassed hands in the Education Department be paid from Rs. 20—1—30 per mensem*". I do not know where the confusion arises. That is a resolution passed by this House. So it is that I say that so much of the present resolution as will not militate against the commitment made yesterday be passed and not anything more than that. We have passed certain resolutions. Do they stand or do they not stand?

Mr. A. B. Salem.—I do not think they are inconsistent in any case.

Mr. K. P. Kannan Nayar.—If the present resolution is to accept the recommendations of the Salary Revision Committee and the Cochin Teachers' Association, we find in the Appendix here 520 hands on Rs. 20, and also 400 hands on Rs. 20—30.

Deputy President.—Some of these figures were altered.

Mr. P. Kumaran Ezhuthassan.—It is not enough if the figures are altered. The figures altered should be brought into line with the commitment made yesterday.

Mr. T. K. Krishna Menon.—I shall just enlighten the House on the point. The resolutions passed yesterday were that "*Unpassed hands in the Primary Department be paid Rs. 20 per mensem; passed hands, 30; Matriculates and School Finals in the Primary Grade be paid Rs. 25—1—40; and in the Lower Secondary Rs. 40 to 60, with an efficiency bar at Rs. 45.*"

LIBRARY ARCHIVES Kerala Legislative Assembly

Mr. P. Kumaran Ezhuthassan.—I say that, subject to these resolutions carried by the House, the present recommendation may be accepted by the House.

Mr. A. B. Salem.—I support the amendment. Subject to that it may be passed.

Deputy President.—We have passed it yesterday.

Mr. C. J. Mathew.—Subject to that amendment, this may be passed. The scheme of salary be adopted for the teachers of the State, subject to the commitment made yesterday.

Dr. A. R. Menon.—I do not know what we are doing. There is a resolution placed before the House and that was seconded and supported.

Deputy President.—This may be passed subject to the resolutions that were passed yesterday, that in the case of some the salary ought to be higher and not lower.

Mr. P. Krishna Menon.—What is passed here is the lower grade.

Deputy President.—Your resolution is not confined to the Primary Department alone.

Mr. P. Kumaran Ezhuthassan.—Primary as well as Secondary.

Mr. K. P. Kannan Nayar.—It won't affect. Here we are concerned with the classification and the number to be put in each classification.

(*The resolution was put and agreed to subject to the resolutions already agreed to.*)

Mr. K. J. Antony.—Motion No. 6:—"*A full-timed stationary First Class Magistrate's court be opened at Ernakulam as of yore and the practice of investing the Second Class Magistrates with special first class powers be stopped.*"

Mr. A. B. Salem.—That is over.

Deputy President.—We are dealing with the Education Department.

Professor of English.

Mr. V. D. Ouseph.—Then I have got one small motion in that connection.

Motion No. 6:—"*For the proper study of the English language in the Maharaja's College, provision must be made for the appointment of a duly qualified Englishman as Professor of English in the said College*".

Of course, I do not want to speak much about it. It is to avoid imitation as far as possible. Now English taught by Englishmen will be quite different from English taught by others. I mean, we have got imitation English, Tamil imitation, Malayalam imitation and all sorts of imitations. So, in order to be

LIBRARY ARCHIVES Kerala Legislative Assembly